CITY OF FARGO 2025 EMPLOYEE ENGAGEMENT SURVEY - IS

› LEVEL OF ENGAGEMENT

Overall - City of Fargo 2025 Employee Engagement Survey - IS

Not Engaged (9%) Somewhat Engaged (64%) Fully Engaged (27%) Response count: 22

Are you...

1. Male

Not Engaged (5%) Somewhat Engaged (63%) Fully Engaged (32%) Response count: 19

2. Female

Not Available - There are not 10 or more responses for this group.

5. Prefer not to say

Not Available - There are not 10 or more responses for this group.

What is your current age?

C. 25 to 34

Not Available - There are not 10 or more responses for this group.

D. 35 to 44

Not Engaged (8%) Somewhat Engaged (84%) Fully Engaged (8%) Response count: 13

E. 45 to 54

Not Available - There are not 10 or more responses for this group.

G. 65 or over

Not Available - There are not 10 or more responses for this group.

H. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Please select the category with which you most closely identify:

1. American Indian or Alaska Native

Not Available - There are not 10 or more responses for this group.

7. White

Not Engaged (5%) Somewhat Engaged (70%) Fully Engaged (25%) Response count: 20

9. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Years of Service

A. Less than 6 Months

Not Available - There are not 10 or more responses for this group.

C. 1 to 3 Years

Not Available - There are not 10 or more responses for this group.

D. 3 to 5 Years

Not Available - There are not 10 or more responses for this group.

E. 5 to 10 Years

Not Available - There are not 10 or more responses for this group.

F. 10 to 20 Years

Not Available - There are not 10 or more responses for this group.

G. 20 Years or More

Not Available - There are not 10 or more responses for this group.

What is your role?

1. Employee: You do not supervise other employees

Not Engaged (9%) Somewhat Engaged (73%) Fully Engaged (18%) Response count: 11

2. Supervisor: You are a supervisor who may be responsible for one or more of the following: giving direction on work projects, performance reviews, and leave approval

Not Available - There are not 10 or more responses for this group.

3. Manager: You may supervise one or more supervisors and be responsible for day to day operations

Not Available - There are not 10 or more responses for this group.

4. Senior Leader: You are the head of a department or division and a member of a leadership team

Not Available - There are not 10 or more responses for this group.

5. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Are you considering leaving your current position in the next year and, if so, why?

1. No

Not Engaged (8%) Somewhat Engaged (50%) Fully Engaged (42%) Response count: 12

2. Yes, to pursue a different position within my current department

Not Available - There are not 10 or more responses for this group.

4. Yes, to pursue a position outside the City – in another government agency (e.g., city or county, state, or federal)

Not Available - There are not 10 or more responses for this group.

5. Yes, to pursue a position outside government (e.g., in a private sector company)

Not Available - There are not 10 or more responses for this group.

7. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Stay or Leave

1. Stay

Not Engaged (8%) Somewhat Engaged (50%) Fully Engaged (42%) Response count: 12

2. Leave

Not Available - There are not 10 or more responses for this group.

3. Prefer not to say

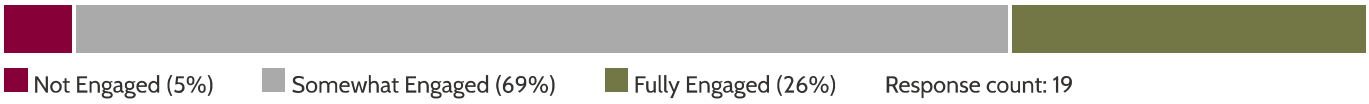
Not Available - There are not 10 or more responses for this group.

Age Group

A. 34 or under

Not Available - There are not 10 or more responses for this group.

B. 35 to 64



Not Engaged (5%) Somewhat Engaged (69%) Fully Engaged (26%) Response count: 19

C. 65 or older

Not Available - There are not 10 or more responses for this group.

D. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Race/Ethnicity Combined

1. American Indian, Asian, Black, Hispanic, Multi-racial and Others

Not Available - There are not 10 or more responses for this group.

2. White

Not Engaged (5%) Somewhat Engaged (70%) Fully Engaged (25%) Response count: 20

3. Prefer not to say

Not Available - There are not 10 or more responses for this group.

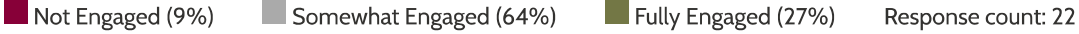
Department

IS

Not Engaged (9%) Somewhat Engaged (64%) Fully Engaged (27%) Response count: 22

Employee Status Code

FT



Printed: Sep 11, 2025

Powered by CPS HR Consulting